		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my	N		52	143	59	34	18	306	NA
organization.	%	63.04	17.27	45.77	19.03	11.57	6.36	100.00	
I have enough information to do my job well.	N		50	164	38	36	11	299	NA
2. Thave enough information to do my job well.	%	71.85	17.23	54.62	12.52	12.09	3.54	100.00	
3. I feel encouraged to come up with new and better ways of doing	N		61	118	48	53	21	301	NA
things.	%	58.96	20.10	38.86	16.13	17.75	7.16	100.00	
*4 No	N		97	141	27	28	11	304	NA
*4. My work gives me a feeling of personal accomplishment.	%	78.62	32.21	46.41	8.64	9.05	3.70	100.00	
*5. I like the kind of work I do.	N		124	132	33	12	2	303	NA
5. I like the kind of work I do.	%	84.32	41.10	43.22	10.99	3.98	0.71	100.00	
O The second of the second of the second by the left	N		93	155	31	17	9	305	NA
6. I know what is expected of me on the job.	%	80.82	30.44	50.38	10.65	5.57	2.97	100.00	
7. When needed I am willing to put in the extra effort to get a job	N		186	103	5	5	3	302	NA
done.	%	95.71	61.47	34.24	1.63	1.61	1.04	100.00	
8. I am constantly looking for ways to do my job better.	N		130	143	21	8	2	304	NA
	%	89.75	43.14	46.61	7.04	2.49	0.72	100.00	
9. I have sufficient resources (for example, people, materials,	N		28	121	49	70	37	305	0
budget) to get my job done.	%	48.86	9.82	39.04	15.42	22.90	12.82	100.00	
***	N		32	154	51	43	22	302	0
*10. My workload is reasonable.	%	60.78	11.03	49.75	17.25	14.42	7.54	100.00	
	N		48	139	41	40	32	300	1
*11. My talents are used well in the workplace.	%	61.37	16.28	45.10	13.79	13.21	11.63	100.00	
	N		102	152	29	14	6	303	0
*12. I know how my work relates to the agency's goals and priorities.	%	84.01	34.27	49.74	9.10	4.81	2.07	100.00	
	N		152	116	22	10	2	302	1
*13. The work I do is important.	%	88.73	50.37	38.37	7.28	3.36	0.63	100.00	
*14. Physical conditions (for example, noise level, temperature,	N		99	126	42	22	12	301	4
lighting, cleanliness in the workplace) allow employees to perform their jobs well.	%	74.18	32.02	42.16	14.19	7.61	4.02	100.00	
*45 Management and the first f	N		98	138	28	20	18	302	2
*15. My performance appraisal is a fair reflection of my performance.	%	77.79	32.18	45.61	9.22	6.76	6.23	100.00	
40.1	N		93	166	35	5	5	304	0
16. I am held accountable for achieving results.	%	84.73	30.56	54.17	11.79	1.80	1.68	100.00	

Survey Administration Period: April 23, 2013 to June 7, 2013

Percentages are weighted to represent the Agency's population.

Sample or Census: Census

Number of surveys completed: 306

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^{*} AES prescribed items

^{**} Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation	N		65	111	52	24	22	274	32
without fear of reprisal.	%	63.28	23.31	39.97	19.20	9.08	8.44	100.00	
*18. My training needs are assessed.	N		35	111	84	49	24	303	2
18. My training needs are assessed.	%	47.53	12.03	35.50	27.89	16.46	8.12	100.00	
*19. In my most recent performance appraisal, I understood what I had	N		90	126	33	23	24	296	8
to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	%	72.09	29.96	42.12	11.37	7.78	8.76	100.00	
400 Ti	N		83	157	35	20	8	303	NA
*20. The people I work with cooperate to get the job done.	%	78.95	26.46	52.49	11.72	6.64	2.69	100.00	
*O4 MA	N		27	130	69	43	20	289	17
*21. My work unit is able to recruit people with the right skills.	%	53.03	9.07	43.96	24.63	15.38	6.95	100.00	
*22. Promotions in my work unit are based on merit.	N		25	103	62	44	44	278	28
,	%	45.07	9.48	35.59	22.69	15.75	16.49	100.00	
 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 	N		17	85	78	47	33	260	44
	%	38.20	6.90	31.30	30.49	18.24	13.07	100.00	
*24. In my work unit, differences in performance are recognized in a	N		26	91	88	38	33	276	29
meaningful way.	%	41.07	9.44	31.63	32.87	14.16	11.90	100.00	
25. Awards in my work unit depend on how well employees perform	N		35	103	77	31	32	278	28
their jobs.	%	48.54	12.85	35.69	27.87	11.64	11.95	100.00	
26. Employees in my work unit share job knowledge with each other.	N		78	150	47	11	12	298	5
26. Employees in my work unit share job knowledge with each other.	%	75.73	25.61	50.12	16.48	3.60	4.19	100.00	
27. The skill level in my work unit has improved in the past year.	N		41	124	91	15	13	284	21
27. The skill level in my work unit has improved in the past year.	%	57.56	14.50	43.06	32.49	5.25	4.70	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work	N		162	115	23	2	3	305	NA
unit?	%	90.27	52.18	38.09	8.08	0.69	0.96	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills	N		53	181	45	13	6	298	7
necessary to accomplish organizational goals.	%	79.03	18.11	60.92	14.48	4.53	1.96	100.00	1

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect	N		30	115	71	48	26	290	13
to work processes.	%	49.44	9.82	39.62	24.77	16.78	9.01	100.00	
31. Employees are recognized for providing high quality products and	N		40	132	57	37	25	291	9
services.	%	58.21	13.28	44.93	19.86	13.45	8.47	100.00	
*22. Creativity and innovation are rewarded	N		28	100	83	44	37	292	11
*32. Creativity and innovation are rewarded.	%	42.40	9.21	33.20	29.57	15.12	12.91	100.00	
*22. Day reises demand on heavy rell complexes monte and their inhe	N		18	59	76	64	55	272	31
*33. Pay raises depend on how well employees perform their jobs.	%	28.33	7.11	21.22	28.18	23.24	20.25	100.00	
34. Policies and programs promote diversity in the workplace (for	N		55	126	58	13	17	269	35
example, recruiting minorities and women, training in awareness of diversity issues, mentoring). 5. Employees are protected from health and safety hazards on the	%	66.60	20.39	46.21	21.21	4.87	7.32	100.00	
*35. Employees are protected from health and safety hazards on the	N		62	166	46	13	10	297	4
job.	%	78.06	21.71	56.36	14.93	3.85	3.16	100.00	
 My organization has prepared employees for potential security threats. 	N		28	123	77	37	16	281	18
	%	53.90	10.66	43.24	27.20	12.94	5.95	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan	N		36	98	72	41	29	276	27
political purposes are not tolerated.	%	47.26	12.86	34.40	25.86	15.78	11.10	100.00	
38. Prohibited Personnel Practices (for example, illegally	N		59	111	48	21	22	261	37
discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	%	64.00	22.42	41.58	18.29	8.22	9.49	100.00	
	N		81	166	39	8	3	297	8
39. My agency is successful at accomplishing its mission.	%	83.31	26.79	56.52	12.83	2.80	1.06	100.00	
40.1	N		86	125	56	21	14	302	NA
40. I recommend my organization as a good place to work.	%	68.22	27.27	40.95	19.39	7.31	5.08	100.00	
41. I believe the results of this survey will be used to make my agency	N		34	80	73	41	38	266	36
a better place to work.	%	41.54	12.65	28.89	27.37	16.03	15.06	100.00	
*42. My supervisor supports my need to balance work and other life	N		152	107	23	7	8	297	4
issues.	%	86.26	50.30	35.96	8.48	2.59	2.66	100.00	
43. My supervisor/team leader provides me with opportunities to	N		100	111	44	21	20	296	3
demonstrate my leadership skills.	%	70.45	33.36	37.09	15.05	7.29	7.21	100.00	
*44. Discussions with my supervisor/team leader about my	N		91	109	51	19	25	295	5
performance are worthwhile.	%	67.03	30.78	36.25	17.92	5.93	9.11	100.00	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce	N		80	108	65	6	9	268	30
representative of all segments of society.	%	69.08	29.71	39.37	24.90	2.35	3.68	100.00	
46. My supervisor/team leader provides me with constructive	N		92	115	48	28	15	298	3
suggestions to improve my job performance.	%	68.65	30.85	37.80	16.32	9.58	5.46	100.00	
*47. Supervisors/team leaders in my work unit support employee	N		90	126	46	19	16	297	4
development.	%	72.11	30.25	41.86	15.54	6.69	5.66	100.00	
40. My gypawigay/taam laaday listana ta what I haya ta gay	N		126	121	29	17	8	301	NA
48. My supervisor/team leader listens to what I have to say.	%	81.53	40.75	40.78	10.12	5.59	2.76	100.00	
40. My gypowijagy/tagm lagday tracta ma with respect	N		147	117	14	17	7	302	NA
49. My supervisor/team leader treats me with respect.	%	86.90	46.86	40.03	5.18	5.37	2.55	100.00	
50. In the last six months, my supervisor/team leader has talked with	N		118	122	31	22	4	297	NA
me about my performance.	%	80.40	38.76	41.64	10.93	7.39	1.29	100.00	
*F4	N		127	98	45	20	12	302 NA 100.00	
51. I have trust and confidence in my supervisor.	%	73.31	41.01	32.30	15.78	6.55	4.36	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your	N								
52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?			152	87	43	12	7	301	NA
immediate supervisor/team leader?	%	78.38	152 49.81	87 28.57	43 14.98	12 4.25	7 2.39	301 100.00	NA
	%	78.38 Percent Positive	-	_	_		7 2.39 Strongly Disagree		NA Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and	% N	Percent	49.81 Strongly	28.57	14.98 Neither Agree nor	4.25	Strongly	100.00 Item Response	Do Not Know/ No Basis to
·	,	Percent	49.81 Strongly Agree	28.57	14.98 Neither Agree nor Disagree	4.25 Disagree	Strongly Disagree	100.00 Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and	N	Percent Positive	49.81 Strongly Agree 28	28.57 Agree 111	Neither Agree nor Disagree	4.25 Disagree 51	Strongly Disagree	100.00 Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N %	Percent Positive	Strongly Agree 28 9.72	28.57 Agree 111 36.46	Neither Agree nor Disagree 73 25.65	4.25 Disagree 51 17.37	Strongly Disagree 30 10.81	ltem Response Total** 293 100.00	Do Not Know/ No Basis to Judge
 *53. In my organization, leaders generate high levels of motivation and commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity. *55. Managers/supervisors/team leaders work well with employees of 	N % N	Percent Positive	49.81 Strongly Agree 28 9.72 51	28.57 Agree 111 36.46 117	Neither Agree nor Disagree 73 25.65 72	4.25 Disagree 51 17.37 21	Strongly Disagree 30 10.81 22	100.00 Item Response Total** 293 100.00 283	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity.	N % N %	Percent Positive	49.81 Strongly Agree 28 9.72 51 18.16	28.57 Agree 111 36.46 117 39.74	14.98 Neither Agree nor Disagree 73 25.65 72 26.46	4.25 Disagree 51 17.37 21 7.36	Strongly Disagree 30 10.81 22 8.28	100.00 Item Response Total** 293 100.00 283 100.00	Do Not Know/ No Basis to Judge 5
 *53. In my organization, leaders generate high levels of motivation and commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity. *55. Managers/supervisors/team leaders work well with employees of 	N % N %	Percent Positive 46.17 57.90	49.81 Strongly Agree 28 9.72 51 18.16 57	28.57 Agree 111 36.46 117 39.74 120	14.98 Neither Agree nor Disagree 73 25.65 72 26.46 60	4.25 Disagree 51 17.37 21 7.36 22	Strongly Disagree 30 10.81 22 8.28 14	100.00 Item Response Total** 293 100.00 283 100.00 273	Do Not Know/ No Basis to Judge 5
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity. *55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N % N % N	Percent Positive 46.17 57.90	49.81 Strongly Agree 28 9.72 51 18.16 57 20.63	28.57 Agree 111 36.46 117 39.74 120 42.85	14.98 Neither Agree nor Disagree 73 25.65 72 26.46 60 21.89	4.25 Disagree 51 17.37 21 7.36 22 8.94	Strongly Disagree 30 10.81 22 8.28 14 5.69	100.00 Item Response Total** 293 100.00 283 100.00 273 100.00	Do Not Know/ No Basis to Judge 5 15
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity. *55. Managers/supervisors/team leaders work well with employees of different backgrounds. *56. Managers communicate the goals and priorities of the organization. *57. Managers review and evaluate the organization's progress toward	N % N % N % N	Percent Positive 46.17 57.90 63.48	49.81 Strongly Agree 28 9.72 51 18.16 57 20.63 54	28.57 Agree 111 36.46 117 39.74 120 42.85 132	14.98 Neither Agree nor Disagree 73 25.65 72 26.46 60 21.89 56	4.25 Disagree 51 17.37 21 7.36 22 8.94 30	Strongly Disagree 30 10.81 22 8.28 14 5.69 23	100.00 Item Response Total** 293 100.00 283 100.00 273 100.00 295	Do Not Know/ No Basis to Judge 5 15
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce. 54. My organization's leaders maintain high standards of honesty and integrity. *55. Managers/supervisors/team leaders work well with employees of different backgrounds. *56. Managers communicate the goals and priorities of the organization.	N % N % N % N %	Percent Positive 46.17 57.90 63.48	49.81 Strongly Agree 28 9.72 51 18.16 57 20.63 54 18.50	28.57 Agree 111 36.46 117 39.74 120 42.85 132 43.83	14.98 Neither Agree nor Disagree 73 25.65 72 26.46 60 21.89 56 19.44	4.25 Disagree 51 17.37 21 7.36 22 8.94 30 9.64	Strongly Disagree 30 10.81 22 8.28 14 5.69 23 8.58	100.00 Item Response Total** 293 100.00 283 100.00 273 100.00 295 100.00	Do Not Know/ No Basis to Judge 5 15 22

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for	N		38	103	74	38	34	287	8
example, about projects, goals, needed resources).	%	48.52	13.35	35.17	26.65	12.70	12.13	100.00	
59. Managers support collaboration across work units to accomplish	N		39	116	68	34	29	286	9
work objectives.	%	53.57	13.70	39.88	24.74	11.30	10.39	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager	N		81	120	48	19	16	284	13
directly above your immediate supervisor/team leader?	%	69.96	28.37	41.59	17.84	6.38	5.82	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		57	117	68	31	21	294	4
or. Thave a high level of respect for thy organization's senior leaders.	%	58.78	19.45	39.33	22.91	10.61	7.70	100.00	
62 Sprior leaders demonstrate support for Work/Life programs	N 63 118 53 15 9 258	40							
Senior leaders demonstrate support for Work/Life programs.	%	69.05	24.12	44.93	20.60	6.52	3.83	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that	N		41	136	55	54	11	297	NA
affect your work?	%	58.78	14.06	44.72	18.57	18.69	3.96	100.00	
*64. How satisfied are you with the information you receive from	N		28	120	75	42	31	296	NA
management on what's going on in your organization?	%	50.37	9.60	40.77	24.51	14.09	11.03	100.00	
*65. How satisfied are you with the recognition you receive for doing a	N		58	118	56	30	33	295	NA
good job?	%	58.28	19.17	39.11	19.43	10.70	11.59	100.00	
*66. How satisfied are you with the policies and practices of your	N		31	120	84	41	20	296	NA
senior leaders?	%	50.60	10.63	39.97	28.47	13.84	7.09	100.00	
*67. How satisfied are you with your opportunity to get a better job in	N		29	68	73	70	57	297	NA
your organization?	%	32.38	10.10	22.28	24.95	22.87	19.81	100.00	
*68. How satisfied are you with the training you receive for your	N		37	124	75	34	22	292	NA
present job?	%	54.76	13.54	41.22	25.80	11.77	7.67	100.00	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		75	139	38	30	15	297	NA
69. Considering everything, now satisfied are you with your job?	%	70.92	24.23	46.70	12.96	11.05	5.07	100.00	
*70 Considering even thing how estisfied are you with your new?	N		46	137	55	35	23	296	NA
*70. Considering everything, how satisfied are you with your pay?	%	60.68	15.30	45.38	18.79	12.22	8.31	100.00	
71. Considering everything, how satisfied are you with your	N		67	136	48	33	13	297	NA
organization?	%	67.12	21.72	45.40	16.67	11.75	4.46	100.00	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

Yes	258	85.82
No	33	12.59
Not sure	4	1.59
Total	295	100.00

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
I telework 3 or more days per week.	90	25.08
I telework 1 or 2 days per week.	62	22.30
I telework, but no more than 1 or 2 days per month.	22	7.82
I telework very infrequently, on an unscheduled or short-term basis.	43	14.96
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	12	4.65
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	5	1.77
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	26	9.61
I do not telework because I choose not to telework.	37	13.81
Total	297	100.00

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Work Schedules (AWS)		N	%
	Yes	192	63.64
	No	101	35.13
	Not available to me	4	1.22
	Total	297	100.0
5. Do you participate in the following Work/Life programs? Health a Wellness Programs (for example, exercise, medical screening, q			0,
smoking programs)		N	%
	Yes	122	42.80
	No	141	47.83
	Not available to me	30	9.37
	Total	293	100.0
 76. Do you participate in the following Work/Life programs? Employ Assistance Program (EAP) 	ee	N	%
	Yes	59	20.45
	No	228	77.5
	Not available to me	5	1.97
	Total	292	100.0
 Do you participate in the following Work/Life programs? Child Ca Programs (for example, daycare, parenting classes, parenting su groups) 		N	%
g. 54pc)	Yes	8	2.84
	No	218	73.59
	Not available to me	70	23.56
	Total	296	100.0
78. Do you participate in the following Work/Life programs? Elder Ca	are	N	%
			/0
Programs (for example, support groups, speakers)	Voc	ñ	2 ∩⊑
	Yes	9	3.05
	Yes No Not available to me	9 226 62	3.05 76.40 20.55

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in	N		103	69	22	10	6	210	5
your agency? Telework	%	80.69	46.05	34.64	10.98	5.00	3.33	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		100	71	10	4	1	186	3
	%	91.48	52.15	39.33	5.88	2.14	0.50	100.00	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		32	65	16	4	0	117	7
	%	83.32	27.11	56.21	13.35	3.33	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in	N		9	23	12	0	0	44	17
your agency? Employee Assistance Program (EAP)	%	72.06	19.43	52.63	27.94	0.00	0.00	100.00	
83. How satisfied are you with the following Work/Life programs in	N		0	2	3	0	0	5	3
your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	%	35.09	0.00	35.09	64.91	0.00	0.00	100.00	
84. How satisfied are you with the following Work/Life programs in	N		0	2	2	1	0	5	3
your agency? Elder Care Programs (for example, support groups, speakers)	%	35.97	0.00	35.97	44.62	19.42	0.00	100.00	

Survey Administration Period: April 23, 2013 to June 7, 2013

The work/life satisfaction results only include employees who indicated that they participated in the program.

Percentages are weighted to represent the Agency's population.

 $^{^{\}star\star}$ Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

85. Where do you work?		N	%
	Headquarters	195	66.78
	Field	97	33.22
	Total	292	100.00
*86. What is your supervisory status?		N	%
	Non-Supervisor	220	74.83
	Team Leader	19	6.46
	Supervisor	31	10.54
	Manager	14	4.76
	Executive	10	3.40
	Total	294	100.00
*87. Are you:		N	%
	Male	141	48.96
	Female	147	51.04
	Total	288	100.00
*88. Are you Hispanic or Latino?		N	%
	Yes	18	6.25
	No	270	93.75
	Total	288	100.00
*89. Please select the racial category or categories with which you most			
closely identify.		N	%
	American Indian or Alaska Native	4	1.45
	Asian	22	7.97
	Black or African American	48	17.39
	Native Hawaiian or Other Pacific Islander	1	0.36
	White	190	68.84
	Two or more races	11	3.99

Survey Administration Period: April 23, 2013 to June 7, 2013 Percentages are weighted to represent the Agency's population.

Sample or Census: Census Number of surveys completed: 306 Number of surveys administered: 486 Response Rate: 63.0%

^{*} AES prescribed items

90. What is your age group?		N	%
	25 and under	2	0.71
	26-29	10	3.57
	30-39	58	20.71
	40-49	90	32.14
	50-59	82	29.29
	60 or older	38	13.57
	Total	280	100.00
91. What is your pay category/grade?		N	%
	Federal Wage System	0	0.00
	GS 1-6	1	0.35
	GS 7-12	105	36.33
	GS 13-15	173	59.86
	Senior Executive Service	10	3.46
	Senior Level (SL) or Scientific or Professional (ST)	0	0.00
	Other	0	0.00
	Total	289	100.0
2. How long have you been with the Federal Government (excluding			
military service)?		N	%
	Less than 1 year	0	0.00
	1 to 3 years	36	12.50
	4 to 5 years	37	12.85
	6 to 10 years	40	13.89
	11 to 14 years	39	13.54
	15 to 20 years	38	13.19
	More than 20 years	98	34.03
	Total	288	100.00

Department of Justice, Environmental Protection Agency)?	e,	N	%
	Less than 1 year	6	2.08
	1 to 3 years	76	26.30
	4 to 5 years	40	13.84
	6 to 10 years	37	12.80
	11 to 20 years	77	26.64
	More than 20 years	53	18.34
	Total	289	100.00
11 50, Wily .		N 100	%
94. Are you considering leaving your organization within the next y if so, why?	/ear, and	N.	0/
		400	C7.0F
	No	198	67.35
	No Yes, to retire	198	67.35 4.76
			4.76
	Yes, to retire	14	4.76
	Yes, to retire Yes, to take another job within the Federal Government	14 63	4.76 21.43
	Yes, to retire Yes, to take another job within the Federal Government Yes, to take another job outside the Federal Government	14 63 7	4.76 21.43 2.38 4.08
95. I am planning to retire:	Yes, to retire Yes, to take another job within the Federal Government Yes, to take another job outside the Federal Government Yes, other	14 63 7 12	4.76 21.43 2.38 4.08
95. I am planning to retire:	Yes, to retire Yes, to take another job within the Federal Government Yes, to take another job outside the Federal Government Yes, other	14 63 7 12 294	4.76 21.43 2.38 4.08
95. I am planning to retire:	Yes, to retire Yes, to take another job within the Federal Government Yes, to take another job outside the Federal Government Yes, other Total	14 63 7 12 294	4.76 21.43 2.38 4.08 100.00
95. I am planning to retire:	Yes, to retire Yes, to take another job within the Federal Government Yes, to take another job outside the Federal Government Yes, other Total Within one year	14 63 7 12 294 N	4.76 21.43 2.38 4.08 100.00 %
95. I am planning to retire:	Yes, to retire Yes, to take another job within the Federal Government Yes, to take another job outside the Federal Government Yes, other Total Within one year Between one and three years	14 63 7 12 294 N 6 24	4.76 21.43 2.38 4.08 100.00 % 2.11 8.42

96. Self-Identify as:		N	%
	Heterosexual or Straight	241	87.96
	Gay, Lesbian, Bisexual, or Transgender	4	1.46
	I prefer not to say	29	10.58
	Total	274	100.00
97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?		N	%
	Yes	52	18.51
	No	229	81.49
	Total	281	100.00
98. Are you an individual with a disability?		N	%
	Yes	25	8.68
	No	263	91.32
	Total	288	100.00